Engaged worldwide with ready units and soldiers.

CONCEPTS OF EO/EEO VIOLATIONS

- **PREJUDICE**
- **RACISM**
- **SEXISM**
- **DISCRIMINATION**

PREJUDICE

PREJUDICE IS DEFINE AS A NEGATIVE ATTITUDE OR FEELING TOWARD CERTAIN GROUPS BASED UPON FAULTY AND INFLEXIBLE GENERALIZATION

THREE COMPONENTS OF PREJUDICE:

- **THINKING COMPONENT**
- **EMOTIONAL COMPONENT**
- **ACTING OUT PREJUDICE**

ACTING OUT PREJUDICE

- **DISPARAGING TERMS**
- **AVOIDANCE**
- **DISCRIMINATION**
- **PHYSICAL ATTACKS**
- **EXTERMINATION OR GENOCIDE**

RACISM

RACISM IS DEFINED AS ANY ATTITUDE OR ACTION BY AN INDIVIDUAL, GROUP, OR INSTITUTION SUBORDINATE TO ANOTHER PERSON OR GROUP BECAUSE OF SKIN COLOR OR OTHER PHYSICAL TRAITS ASSOCIATED WITH A PARTICULAR GROUP

SEXISM

SEXISM IS DEFINED AS AN ATTITUDE, BEHAVIOR, OR CONDITIONING THAT FOSTERS STEREOTYPES OF SOCIAL ROLES BASED ON SEX OR GENDER

DISCRIMINATION

WEBSTER'S DICTIONARY:

DISCRIMINATION IS DEFINED AS THE ACT OR ABILITY TO DISCRIMINATE OR MAKE A DIFFERENCE OR CLEAR DISTINCTION

EO/EEO PERSPECTIVE DEFINITION:

ACTION OR PRACTICES CARRIED OUT BY MEMBERS OF DOMINATE GROUPS - OR THEIR REPRESENTATIVES - WHICH HAVE A DIFFERENTIAL AND HARMFUL IMPACT ON MEMBERS OF SUBORDINATE GROUPS

CHARACTERISTICS OF DISCRIMINATION

- **OVERT or HIDDEN**
- **DIRECT or INDIRECT**
- **INTENTIONAL or UNINTENTIONAL**

TYPES OF POWER

- **FORMAL POWER**
- **INFORMAL POWER**

SIX BASES OF POWER

- **LEGITIMATE POWER**
- **REWARD POWER**
- **COERCIVE POWER**
- **EXPERT POWER**
- **REFERENT POWER**
- **ASSOCIATIVE POWER**

MISUSE/ABUSE OF POWER

- **WEAKNESS**
- **EXPANDING**
- **INFORMATION**
- **MANNERISMS**
- **DEFENSE**
- **GIVING**
- **PROMOTION**

RELATED CAUSES OF DISCRIMINATORY BEHAVIOR

- **GROUP SIZE**
- **SOCIAL DISTANCE**
- **COMPETITION**
- **POWER THREAT**